

IS THERE OR IS THERE NOT A SCARCITY OF CLERGYMEN?

Eminent Divines Discuss the Question as to Whether Young Men Are Less Inclined Than Formerly to Take Holy Orders

The statement that there was a scarcity of clergymen was made recently in connection with the announcement that Grace Church was losing two of its curates and was having difficulty in filling their places. In view of this THE SUN has sought the opinions of clergymen as to whether this condition is general, and if so, whether it is due to the fact that fewer young men are attracted to the ministry nowadays. Their answers are given below.

Grace Church's Needs.

By the REV. CHARLES LEWIS SLATTERY, D. D.
Rector of Grace Church.

I am glad to answer your questions in regard to the announcement in a recent paper about the need of clergy at Grace Church. The announcement, perhaps, gave a false impression.

There are ordinarily ten clergymen on our staff. We have a number of endowments for young clergymen just graduating from the theological schools who come to us, not only to help us in our work, but also to receive practical training for their future ministry. These men commonly spend two years with us; so that part of our staff is constantly changing.

I think there was never a time when so many men of fine quality were coming into the ministry as today; but large metropolitan parishes like Grace Church are sometimes inconvenienced because many of the very best men are eager to give themselves at once to difficult posts in foreign missionary stations or upon the frontier of our own country. I have a feeling that they would do still more effective work in these important places if they had had the training with which a great parish can equip them. But the authorities of the church naturally do not like to discourage a young man when he wishes to give his life at once to the hardest service.

It is interesting that men just graduating from a seminary have a larger variety of opportunities than they are ever likely to have in all the rest of their ministry. It is comparatively easy to secure clergymen who have been in active service for several years; but when, as in the case of Grace Church, a number of positions are endowed for men in deacons' orders, the supply is not always equal to the demand. Therefore, our staff from year to year varies somewhat, and we are always eager to find men to fill the places made vacant by those who go from us to take important parishes, as in the case of the two clergymen who left us on the first of May.

I am constantly receiving the names of men who would be willing to come upon our staff; but since our work demands special aptitudes, we have not always the niches suitable for these persons. There are today eight clergy upon the staff, and we are expecting another man in the fall, so that, at the present moment, our staff is quite equal to the needs before us.

Not Enough Candidates.

By the Late RIGHT REV. WILLIAM CROSWELL DOANE.
Bishop of the P. E. Diocese of Albany.

It is certainly true that there are fewer candidates for orders than there used to be, and not enough to supply the vacant places. What the motive may be or what the reason is, I am unable to say. The above communication was received in THE SUN office a few hours before the Bishop's recent death.

Salaries of Clergymen.

By the REV. GEORGE F. NELSON.
Archdeacon of the P. E. Diocese of New York.

I have no personal knowledge of the particular incident you mention, but the scarcity of clergymen to which you refer is, in my opinion, only local and temporary and by no means indicative of a general condition, at least so far as this part of the country is concerned.

We now have in this diocese sixteen postulants and twenty-seven candidates for holy orders, besides thirteen deacons who are to be advanced to the priesthood. Last November we had only ten postulants and twenty-two candidates for holy orders. The number of deacons at that time was fifteen, but there are now only thirteen, because two of them have since been ordained to the priesthood.

The following are statistics reported in the journals of our general convention:

	Three years ended 1907	1908	1909
Deacons ordained	453	429	429
Candidates for holy orders	471	458	429
Postulants	323	407	407

The opinion is sometimes expressed, although I do not share it, that young men are not seeking holy orders in larger numbers because the Church's emoluments are so scanty for most of those who spend their lives in her service. It is well known, of course, that the salaries of clergymen, as a rule, are lower than they ought to be. They are for the most part deplorably small in all communities.

The diocese of New York has at last enacted a canon to the effect that in this diocese each unmarried clergyman in charge of a parish may receive a salary of not less than \$1,200 a year and each married clergyman in charge of a parish not less than \$1,200 and a residence. In many parts of the United States the average salary for both married and unmarried clergymen appears to be about \$700 a year.

But if any young man anywhere is holding back from the ministry because it makes no promise to pay him well for his work, or even to pension him properly in his old age, he is not the kind of man that is fitted to enter the church's service as one of her standard bearers. If he knows anything of the meaning of life, he knows that loyalty

to any ideal worthy of his manhood is poor stuff if he thinks more of what it can get than of what it can give.

Causes of Falling Off.

By the REV. J. B. REMENSNYDER, D. D.
President of the General Synod of the Evangelical Lutheran Church.

In answer to your inquiry, based on a particular case, as to whether fewer

men are attracted to the ministry than in former times, there seems to be just at present a steady tendency in the other direction. More men and better men are looking toward the ministry just now.

Dr. Jowett Cannot Say.

By the REV. J. H. JOWETT, D. D.
Of the Fifth Avenue Presbyterian Church.

I am sorry I have not yet sufficiently intimate knowledge of the conditions of church life in this country to be able to give judgment upon the important question you submit to me.

More, Better Ministers

By the REV. MILLO HUDSON GATES
Of the Chapel of the Intercession.

My experience has been that in the ministry of the Episcopal church there

fitting them for leadership in the world of thought. There never was a time when ministers were more needed to understand the problems of science, psychology, and social reform than at present. But never should his religious mission be made secondary to these. Of such clergy the more the better, and inasmuch as the relations of a preacher and pastor affect so greatly and so closely the lives of his hearers, it is no wonder that when a vacancy arises in an important church the greatest care should be exercised in filling it.

No Scarcity.

By the REV. WILLIAM T. MAN-
NING, D. D.
Rector of Trinity.

It has not come to my knowledge that there is at the present time any

sacrifice to able men to enter it. Besides the clergyman is not free as other men, but beholden to the weaknesses, the prejudices, the temper of men as few others are.

The prevailing wordiness makes his profession difficult, and unquestionably there is great reluctance on the part of the best young men to entering it. The consciousness of duty drives them rather than the attractiveness of the ministry. The foreign field is getting better men than the home.

Statement That Grace Church Was Having Difficulty in Filling the Places of Two Curates Brought Forth Question—Salaries of Clergymen

men are attracted to the ministry than in former times, there seems to be just at present a steady tendency in the other direction. More men and better men are looking toward the ministry just now.

Moreover, it should be remembered that many who in past days would have been counted as ministers are now engaged in specialized branches of religious work. It is not strange that these new departments of activity, such as the Y. M. C. A. and many forms of social service are attracting many young men who would otherwise have gone into the regular ministry. I think the church should rejoice rather than lament over this fact.

We have just passed through an era of theological and religious uncertainty which naturally made the ministry less

has some influence in preventing young men from entering the clerical profession. The average salary in two denominations at least in the State of New York is not as large as the wages of a good mechanic. Men of metal dislike to become beneficiaries of ministerial aid societies while procuring their education. They also greatly dislike to be cramped in their family expenses as small salaries necessitate. If they have incurred debts in securing their education, they find it difficult on these small salaries to pay these debts. It is impossible to buy the books they require, and the prospects for superannuation in old age are anything but encouraging. Mr. Spurgeon used to say to candidates for the ministry:

"Do not enter the ministry if you can keep out of it with a clear conscience." This is good advice. The ministry is no sinecure. Better have fewer men if

low men outside of the churches than formerly existed. Many of the young men who formerly went into the ministry are now going into teaching, into social service, into the Young Men's Christian Association and into other forms of lay religious activity.

No Scarcity in New Jersey.

By the RIGHT REV. JOHN SCAR-
BOROUGH,
Bishop of New Jersey.

I can answer your question very briefly as to the scarcity of clergymen in the Episcopal Church. Every parish in my diocese is filled to-day, and if I had more parishes to bestow I could have all the clergymen I should want.

There is no scarcity in the large cities, or in towns near the large cities, the real scarcity is in the hard missionary work of the West and Northwest. The Bishop's missionary or diocesan in those distant regions, as we should call the man living in the East, has difficulty in filling their places with clergymen. The church has grown very rapidly and is growing and requires more clergymen to man the missions and parishes.

There has been no falling off of young candidates for holy orders in the diocese of New Jersey; indeed I have more than usual at the present time, and I doubt very much the theory which seems to be in your mind that young men of good ability are seeking other work in life and filling other professions. If there is a scarcity of clergymen it is largely due to the fact that the church is growing inordinately in every quarter.

In my own diocese, where I found thirty-eight years ago but 6,000 communicants, there are now 25,000, and taking in the whole State, the diocese of Newark, as well as the whole diocese of New Jersey, there are well on to 70,000 communicants. There are 125 clergymen at present in this half of the State of New Jersey, and I have applications very frequently for men wishing a charge, or wishing to enter the diocese of New Jersey.

I assure you, therefore, there is no dearth of clergymen on this side of the Hudson River, and I am rather surprised to hear that Grace Church has any difficulty in getting one curate or ten. That is a most desirable place, and I am sure the rector can get helpers more than he needs.

Mission Work Attracts.

By the RIGHT REV. CHAUNCEY B. BREWSTER,
Bishop of Connecticut.

It is, I suppose, a fact that in recent years there has been a decrease in the number of young men seeking the ministry. This is to be accounted for largely by the greater pecuniary attractions of other professions and of new openings in business, for example notably in the line of applied electricity. There has, however, so far as my observation goes, been no falling off in the quality of the men who are seeking the ministry.

The scarcity of men to fill curacies in metropolitan parishes may be somewhat explained by the fact that many of our candidates for the ministry are offering themselves for less attractive and more difficult positions. My most promising candidates each year are giving themselves to mission work in foreign lands or in the distant West.

Standardized Hash

IN old days and through many generations hash was made by hand only in a wooden chopping bowl, with a chopping knife; but now cooks have taken to making hash by machine.

Instead of getting out the chopping bowl and knife and proceeding with labor and care to chop by hand the materials till they were just right, the hash maker screws onto the table a meat chopper, a mechanical contrivance having cutting knives in its interior, a hopper on top and at the side a crank which he or she turns, while the hash, all prepared, comes out. No chance for housewifely skill or care in hash making here! All you do is to set the machine to give you fine hash or coarse hash, as you prefer, put the stuff into the hopper and turn the crank, and there's your hash, all ready to warm up, all done in less time than it would have taken to get out the chopping knife and bowl.

Certain modern methods are applied in the kitchen with a vengeance here, and now comes the question whether this easy way of making hash may not result in such a complete standardization of all hashes as to do away entirely with certain types long agreeably familiar in the days when all hash was handmade.

Of course there will continue to be old-fashioned hashes made hash all the various kinds ever known—beef hash, chicken hash, beef hash, turkey hash, chicken hash, beef hash, pork hash, hash, beefsteak hash, mutton hash, fish hash, and so on; and there will be browned hash, and hash with eggs, and hash served in remikins, and hash in the form of croquettes. The world will continue to have hash in an endless variety of materials and shapes and manner of serving, and there will be no falling off in the total bulk of hash supplied. But here is an important question: With hash so easy to make by machine will not housewives cease to prepare certain old-fashioned and pleasing types of hash which, while they were not, strictly speaking, true hash in the old-fashioned sense, were yet classed under a general hash denomination?

Take what used to be called cut-up hash. It was not chopped, but cut up; made of cold steak and whole boiled potatoes cut up into convenient sized pieces, not all alike, but varying somewhat in size, presenting some variety to the eye, while, nicely warmed up, this cut up hash was also very agreeable in the eating.

What will become of dishes like that when there is a hash machine in every home? Will there be no then an irresistible inclination to put the material right into the hopper and grind it out of the spout in the form of just hash to save time and labor? It may be that the day will come when it will be all hash, nothing but hash, and all standardized in form, with those pleasing old time cut up hashes forever gone.



Photo from London Graphic.

THE FIRST BORN—The Royal Academy Picture by Frederick Elwell

young men are candidates for the ministry, and the cause, I answer that there are fewer applicants of high intellectual ability.

This is owing to several causes. Despite the very great influence still possessed in every community by the ministry, yet it is not as commanding an intellectual sphere in America as in former times. The people, too, often show a desire for sensationalism in the pulpit, to this men of fine mental equipment and who have a becoming sense of the dignity and sacredness of the office will not condescend.

Again, the nature of the minds of the teachers in schools and especially universities, and the character of the courses of study, are not favorable to theology. The great preponderance and wide range of scientific, business and secular courses give students the impression that these spheres of life are more important, and unless their prepossessions are very strong they are likely to be drawn away from the ministerial profession.

Has the weakening of faith anything to do with it? I am inclined to think that it has. Our orthodox President Wilson very truly asks: "Will people come to hear an assumed preacher of the gospel, when he does not himself believe?" This is very true. The lack of regard for the authority of the scriptures, as an evolution of human and not a revelation of divine wisdom, and only a faint belief in the necessity of the church to real religious faith and work, no doubt deter some from the ministerial profession. This, however, is not a real loss.

Christianity is not first a religion of reason, but of faith. As Pascal says, "The heart has reasons which are above reason." That God-consciousness in which the secret of religion consists comes more from the intuitive perception of the soul than from a logical process, even as the flower bends naturally to the morning light.

Nevertheless piety and high mental culture go hand in hand. The Church needs men of fine intellectual parts,

such scarcity of clergymen as that referred to in your letter.

More Men Than Places.

By the REV. GEORGE H. VAN DE WATER, D. D.
Rector of St. Andrew's.

My experience is entirely different to that which you mention and upon which you ask an expression of my opinion.

I know several fine young men this moment who are admirably qualified by intellectual ability, ministerial experience and rare good sense to be assistants in any parish of any city of our country. My impression is very positive that there are more excellent young men waiting for suitable employment than excellent places making Macedonian inquiries for help.

If any rector wants an assistant I can name three young men waiting for work.

I have never known a time when attractions of the ministry were greater than now, nor a time when young men were better equipped for the work.

I have very little sympathy with the idea all too prevalent that living must be secured in order to attract our young men to the ministry. The best young man for the ministry is the one who goes, not knowing where he is going, but who will get, so he has opportunity to serve the Master and his fellow men as long as he lives.

Finds Admirable Curates.

By the REV. WILLIAM M. GROS-
VENOR, D. D.
Dean of the Cathedral of St. John the Divine.

As far as my experience is concerned I have always been able to secure admirable curates for the parishes, but I am not an authority on the question.

Ministry Underpaid.

By the REV. W. MERLE SMITH,
D. D.
Of the Central Presbyterian Church.

The ministry is underpaid save in the largest cities, the average salary being under \$1,000 a year. It means a

an increasing number of young men applying for holy orders and that in the last twenty years the quality of the student body has very markedly improved. This improvement is apparent at the General Seminary in New York and is largely due, I am sure, to the present excellent dean and faculty.

At the New York Training School for Deaconesses an increasing number of young women of the highest ability and character are applying for admission and year by year the number of women who are consecrating themselves to work in the order of deaconesses is steadily on the increase.

Scarcity Is General

By the REV. MARVIN R. VINCENT.
As far as my observation goes, it indicates that the scarcity of clergymen is not peculiar to any one religious body, but is general.

The complaint is not confined to this country. I cannot say whether conditions have improved in Scotland, but within a very few years there has been a bitter complaint from the Scotch church about the falling off in the number of candidates for the ministerial office.

At Union Seminary during the last two years there has been an increase in the number and an improvement in the quality of students.

I am sorry to say that, in my judgment, the colleges of this country do not send any large percentage of their most promising students to the ministerial work.

Into the possible reason for this I cannot go at length. Two might be suggested: The widely spread doubt and restlessness concerning formulas of faith and terms of subscription; and the consideration of material profit.

More Religious Work

By the REV. WILLIAM PIERSON MERRILL.
Of the Brick Presbyterian Church.

In response to your inquiry I would say that while it is true, and has been for some years past, that fewer young

men are attracted to the ministry than in former times, there seems to be just at present a steady tendency in the other direction. More men and better men are looking toward the ministry just now.

Moreover, it should be remembered that many who in past days would have been counted as ministers are now engaged in specialized branches of religious work. It is not strange that these new departments of activity, such as the Y. M. C. A. and many forms of social service are attracting many young men who would otherwise have gone into the regular ministry. I think the church should rejoice rather than lament over this fact.

We have just passed through an era of theological and religious uncertainty which naturally made the ministry less

attractive, but religious feeling and thought are much stronger and clearer now than a decade ago, and we may confidently expect more and better candidates for the ministry.

"More Men, Not More Men."

By the REV. R. S. MACARTHUR.
I am well aware that the number of candidates for the ministry in several denominations is considered smaller than in former years. In our Baptist theological seminaries the number has been but slightly reduced; indeed, in some of our seminaries the number is larger than in former years. It is not likely to be greatly decreased in Baptist seminaries.

Many Baptist pastors make it a part of their professional duty to look out for their successors in the ministry. During all the more than forty years of my pastorate of Calvary Church we had from three to six young men from our membership studying in academies, colleges or theological seminaries for the Christian ministry. Many Baptist pastors work along lines similar to those which I employed.

Many causes contribute to a reduction of the number of young men studying for the Christian ministry:

1. The attractions of business in recent years have been unusually great. The ambitions of young men are greatly stimulated by the opportunities which business careers offer; there is always room at the top in great business enterprises, and also in all the learned professions.

2. There are many opportunities of doing Christian work outside the clerical profession. The Young Men's Christian Association and several other humanitarian organizations furnish such opportunities. Young men religiously inclined often serve God by serving men in these other organizations. They are not to be blamed; there is here a great sphere for practical humanitarian and distinctively religious work.

3. It cannot be doubted but that the smallness of salaries in the ministry

only they be better men. We need in the ministry not so much more men as more men.

The difficulties I have named help to give us in the ministry men of the right type.

Call of the Times.

By the REV. CHARLES A. EATON,
D. D.
Of the Madison Avenue Baptist Church.

In the theological seminaries with which I am acquainted I do not believe that there is very serious falling off in the number of students for the ministry, but I am afraid that there is a falling off in the number of unusually strong men who are being attracted to the ministry just now.

The reasons for this are climatic rather than theological. Our age is supremely interested in this world. This forms the intellectual and moral climate into which our young men are born. It is therefore not surprising that the strongest among them should almost unconsciously respond to the spirit of their time and seek a field for their life work in accordance with that call.

Work Outside Churches.

Address by DR. LYMAN ABBOTT.

To answer your question at length would take more time than it is possible for me to give to so important a matter. I can only say briefly, first: that I think it is true that fewer men are going into the ministry from our colleges than were going, say, thirty or forty years ago; and secondly, that probably the cause which most largely contributes to this effect is the fact that young men are much more interested than formerly in the service of their fellow men and less interested in the forms and creeds which are regarded by our denominational churches as more or less essential to their organization and work.

And there is to-day a much greater opportunity for the service of our fel-